

Agricultural Marketing Service
Office of the Deputy Administrator, Marketing Programs
Poultry Division, Grading Branch
Regional Office
Federal-State Supervisor
Agricultural Commodity Grader (Poultry), GS-1980-7

PL7

I. INTRODUCTION

The incumbent serves as an advanced trainee inplant grader on a shift with another grader who has been designated as the grader-in-charge. The incumbent performs a variety of poultry and/or shell egg grading or inspection activities that will provide training and experience in grading, compliance and certification techniques and in the application of official standards. Assignments may involve details and/or reassignment to a different geographical area as determined by management. The assignment is located in a poultry grading plant or shift, or shell egg plant or shift with the following characteristics:

Poultry Grading - Limited specification activity (two or less regularly handled).

Shell Egg - Low volume with less than 30,000 cases fully graded per accounting cycle.

II. MAJOR DUTIES

May examine product to determine conformance with approved contract specifications such as grade, weight, packaging and packing, and quantity for various types of contracts. Prepares and issues certificates as required.

Monitors the plant and processing operations to assure that the plant remains in compliance with regulations with respect to operating procedures and, in shell egg plants, to assure that the facilities and equipment are maintained in a sanitary condition.

In shell egg plants, assures only approved chemicals, insecticides, and rodenticides are used; the product is labeled only with approved labels; and inedible product is appropriately identified and controlled.

Prepares and maintains a variety of reports and records related to the work such as plant production data, grading results, certificates issued, and administrative information.

Trains and authorizes selected plant personnel to grade according to U.S. standards and monitors their grading/inspection work. May also be required to train other employees in their particular specialty.

Adheres to Equal Employment and Civil Rights policies, goals, and objectives in performing the duties of this position. Assures that written and oral communications are bias-free and that differences of other employees and clients are respected and valued.

IN ADDITION, THE FOLLOWING DUTIES PERTAIN SPECIFICALLY TO EITHER POULTRY GRADING OR SHELL EGG ASSIGNMENTS.

Poultry Grading Assignments

Grades whole turkeys, chickens, ducks, geese, or other poultry and/or parts considering such factors as class, fleshing, finish, freedom from defects, age, weight, and other conditions. Applies the official standards and regulations to determine the product's grade based upon grading results.

Shell Egg Assignments

Examines shell eggs for weight, color, soundness, texture of shell, the absence of defects, clarity of yolk outline, and clarity and firmness of albumen.

Assures proper cleaning of eggs, proper cartoning and/or packaging of shell eggs and is responsible for the final determination in accordance with official standards and regulations.

II. FACTORS

Factor 1. Knowledge Required by the Position

Level 1-5 750 pts.

Knowledge of the standards, regulations, and product characteristics relevant to poultry grading and/or shell eggs to grade or inspect products and to examine products against common contract specifications, making most grade determinations independently.

Knowledge of processing, packaging, storage and sanitation procedures as specified factors which affect the product's grade and/or condition. At this level, the knowledge is limited in range or depth to: poultry grading assignments that involve whole bird and/or parts grading with a limited variety of contract specifications; or low volume shell egg assignments with a limited amount of specification activity.

Skill in sampling, inspecting, grading and in developing and maintaining personal relationships with industry personnel.

Factor 2. Supervisory Controls

Level 2-2 125

pts.

During the developmental period, the grader normally receives instructions from the supervisor who assigns the priority of the individual assignments.

Recurring assignments are performed without specific technical instructions. However, if unusual or difficult situations with the product arise, the grader-in-charge is consulted for interpretation

and guidance or for making the final determination. Assignments involving a product which is new or unusual to the grader are normally performed under direct supervision and guidance.

The work is reviewed for technical accuracy and completeness through spot checks of inspection and grading while it is performed and through review of inspection worksheets.

Factor 3. Guidelines

Level 3-2 125 pts.

Guides for the work include the official grade standards and regulations, the grader's instructional handbook, supplemental technical bulletins, and various written and oral guidelines concerning administrative procedures and relations with plant personnel.

The number of guides and instructions governing the work is relatively limited by the restricted range of grading and inspection activity in the assignment.

Factor 4. Complexity Level 4-3 150 pts.

The duties involve various related steps and methods. The work involves the grading and inspection of poultry, poultry products, and/or shell eggs. The assignments include monitoring the plant's processing operations to assure compliance with regulations and, in shell egg plants, to assure that the facilities and equipment are maintained in a sanitary condition.

The incumbent does not deal with plant management except on minor operating problems in the plant. Difficult or controversial issues are referred to the grader-in-charge for resolution. The assignment includes performing administrative duties such as maintaining records and reports associated with the assignment.

Factor 5. Scope and Effect

Level 5-3 150 pts. _____

The work involves making the final determination on the grade and/or acceptability of either poultry and/or shell eggs, inspecting plant facilities for sanitation, overseeing authorized plant graders, and maintaining effective relationships with plant management.

The grade and/or condition certificates and inspection reports issued by the grader affect the financial interests of the plant and/or its customers.

Factor 6. Personal Contacts

Level 6-2 25 pts.

Contacts include other graders, the processing plant's line workers, authorized plant graders, foremen, and plant management.

Factor 7. Purpose of Contacts

Level 7-1 20 pts.

The purpose of the contacts is to maintain the cooperation of employees and managers of the plant to assure an acceptable level of on-site compliance with program policies, resolve operating problems, and coordinate grading services with plant production activities.

Factor 8. Physical Demands

Level 8-3 50 pts.

Commodity grading work requires periods of physical exertion to lift and move boxes and cartons of product often weighing over 50 pounds; prolonged periods of standing, walking, stooping, bending, and climbing; physical coordination and finger dexterity in at least one hand for poultry grading assignments, and two hands for shell egg assignments to perform digital examinations of eggs; ability to detect abnormalities in the commodity through normal or corrected vision in at least one eye for distance, depth perception, and color; the ability to assure safety in a highly mechanized noisy environment through adequate or correctable hearing; and the ability to determine product qualities through smell.

Factor 9. Work Environment Level 9-2 20 pts.

Level 9-2 20 pts.

The work environment is in a poultry or shell egg plant and involves moderate discomforts and risks such as the cold temperatures of freezer storage areas, the presence of processing equipment, moving carts and forklifts, and wet, slippery floors.

Total Points - 1515